

ABSTRACT

Introduction: The transitional process is completed by all new employees with a view to the fastest and the most effective involvement in a complete work process of an organization. Also new employees, who start working in the anesthesiology department, go through specific adaptation. The research of this diploma thesis is focused on the anesthesiology department and brings a view of mentors – anesthesiologist nurses on the adaptation transition of new employees.

Methodology: This is a qualitative study, data collection was conducted by semi-structured interviews with anesthesiologist nurses and mentors from various fields of anesthesia. Data analysis was performed in open coding steps followed by categorization. A total of 9 anesthesiologist nurses had participated in the research survey.

Results: Findings of this research shows important aspects of successful adaptation transition of anesthesiologist nurses. These important aspects are mentor's experiences from both of their transitional process and his previous workplace, also mentoring that is represented by an experienced trainer, as well as cooperative and helpful work environment and collective, and at last, it is a quality feedback for mentor as well as new employer.

Conclusion and recommendations: It was proven that for successful adaptation of a new employee, the strategic way is quality mentoring. Nevertheless, the quality is always needed to be aspired. The informations obtained may be used as foundation of possible organization reforms when searching for a change in quality adaptation transition not just for anesthesiologist nurses.

Keywords: back programme, mentoring, anesthesiologist nurse, onboarding, orientation period, preceptorship, returning programme, transition period, transitional experience, orientation process